



CALIFORNIA

Technician/AGR
Administrative
Instruction

National Guard Technicians - CAL NG Active Guard/Reserve

MILITARY DEPARTMENT

**P. O. BOX 269101
Sacramento, CA 95826-9101**

NUMBER

01-32

NO EXPIRATION DATE

27 July 2001

**IMPLEMENTATION OF RECRUITMENT AND RELOCATION BONUSES AND
RETENTION ALLOWANCES FOR FEDERAL WAGE SYSTEM (FWS) NATIONAL
GUARD TECHNICIANS**

1. There are new tools available to recruit and retain Federal Wage System technicians! The Office of Personnel Management (OPM) just issued the Final Rule extending the authorities to pay Recruitment and Relocation Bonuses, and Retention Allowances (3Rs) to Federal Wage System (FWS) employees. Previously, these tools were restricted to General Schedule (GS) technicians only. **This change is effective immediately.**
2. The use of Recruiting and Relocation Bonuses and Retention Allowances is discretionary. Supervisors must follow the existing policies and regulations governing the use of these tools for GS technicians, and apply those policies to using the 3Rs for FWS positions. Accordingly, the eligibility criteria listed in the Technician Personnel Manual, Enclosure 4-3 (Recruiting Bonus Plan), Enclosure 4-4 (Relocation Bonus Plan), and Enclosure 4-5 (Retention Allowance Plan) is amended to include FWS positions.
3. Direct questions concerning this TAAI to SMSgt Michael Hunt at CAGNET 63354, DSN 466-3354 or commercial (916) 854-3354.

FOR THE ADJUTANT GENERAL:

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Director for Human Resources

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